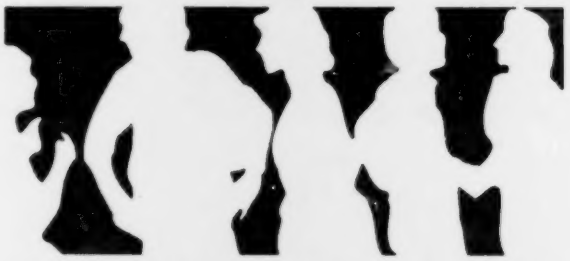
SASKATCHEWAN



HUMAN RIGHTS COMMISSION

Saskatchewan Human Rights Commission

EMPLOYMENT EQUITY PLANS

STATISTICAL REPORT

2001

Saskatchewan Human Rights Commission
Employment Equity Statistical Report

Introduction

Section 47 of *The Saskatchewan Human Rights Code* gives the Saskatchewan Human Rights Commission the authority to promote equality in the workplace by approving employment equity plans. The Commission uses the term "sponsor" to refer to employers with approved plans. There are currently 35 approved plans, in sponsor workplaces employing over 37,000 individuals in Saskatchewan.

The Commission has approved equity plans for four designated groups: women,[1] Aboriginal people, persons with disabilities, and members of visible minorities. Employers with approved plans establish their own short-term goals and timetables, and the Commission establishes the long-term goals of employment equity. These goals simply reflect the representation of the designated groups in Saskatchewan's working age population as set out in the following table.

SHRC Goals, 2001

Designated Group	Representative Workforce
Women	45.0 %
Aboriginal People	12.2 %
People with Disabilities[2]	9.7 %
Visible Minorities[3]	
Saskatchewan	2.8 %
Regina	5.4 %
Saskatoon	5.2 %

Saskatchewan's Aboriginal population is growing at a faster rate than other parts of the population. The long-term goal for employment of Aboriginal people increases by 2.3

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1. Women are considered a designated group in occupational classifications where their representation is lower than 45 percent.

2. Statistics Canada's 1991 Health and Activity Limitation Survey shows that people with moderate to severe disabilities make up 9.7% of Saskatchewan's working age population. In most cases, these individuals require job accommodation. In April 1998, the Commission adopted a definition of disability to be used by all employers with approved equity plans. See SHRC policy on the SHRC website: www.gov.sk.ca/shrc.

3. The Saskatchewan Human Rights Commission adopts, in principle, the definition of visible minorities used in the federal Employment Equity Act. See SHRC policy on the SHRC website: www.gov.sk.ca/shrc.

percent every year. For the province as a whole, for example, the goal is 12.5 percent in 2002, 12.8 percent in 2003, 13.0 percent in 2004, 13.4 percent in 2005 and 13.7 percent in 2006. Because there is a higher proportion of Aboriginal people in certain regions, the current long-term goal for their workforce representation is 14 percent in North Battleford, 25 percent in Prince Albert, and 81 percent in Northern Saskatchewan.[4]

This Report

Table A shows the workforce representation of the designated groups for all employers with equity plans approved by the Saskatchewan Human Rights Commission. It also provides comparative figures for the past four years. Because employment equity is concerned not only with entry level jobs but also with opportunities for advancement, Table B shows the representation of the designated groups in senior and middle management.

In Tables A and B, figures indicate total number of jobs, whether they are permanent or non-permanent, full-time or part-time.

Explanatory Notes Regarding Specific Employers

Northern Lights School Division (NLSD)– NLSD will no longer be included in the employment equity program. NLSD has an approved education equity plan, and will continue to file statistics regarding Aboriginal staff with their annual reports.

Weyerhaeuser Saskatchewan –This year's figures reflect, for the first time, all of Weyerhaeuser's operations in Saskatchewan including those at Prince Albert and Big River as well as at sites acquired from MacMillan Bloedel in 1999 at Carrot River, Hudson Bay, Regina and Saskatoon.

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4. *For more details, see the SHRC policy definition of Aboriginal people on the SHRC website: www.gov.sk.ca/shrc.*

Table A: Workforce Representation of Designated Group Members

EMPLOYERS	TOTAL WORKFORCE				WOMEN							
					NUMBER				PERCENT			
	1998	1999	2000	2001	1998	1999	2000	2001	1998	1999	2000	2001
City of Prince Albert		370	402	394		97	178	176		26.2	44.3	44.7
City of Regina	1734	1655	2373	2279	464	447	723	679	26.8	27.0	30.5	29.8
City of Saskatoon	2349	2354	2469	2470	811	828	826	893	34.5	35.2	33.5	36.2
Crown Investments Corporation	70	66	66	74	40	36	35	41	57.1	54.5	53.0	55.4
Government of Saskatchewan	10285	13295	12916	13021	5644	7142	6805	6895	54.9	53.7	52.7	53.0
Information Systems Mgt.												
John Howard Society	31	33	36		21	23	25		67.7	69.7	69.4	
Law Society of Saskatchewan			20	22			16	15			80.0	68.2
Northlands College	71	112	112	113	57	70	69	71	80.3	62.5	61.6	62.8
P.A. Co-operative Health Centre	93	88	72	99	85	74	61	86	91.4	84.1	84.7	86.9
Regina Police Service-Civilian	154	147	114	123	121	110	87	95	78.6	74.8	76.3	77.2
Regina Police Service-Officers	300	319	324	328	31	43	47	52	10.3	13.5	14.5	15.9
Regina Public School Division	1981	2025	2036	2037	1338	1383	1399	1395	67.5	68.3	68.7	68.5
Regina Women's Community Centre		6	8	7		6	8	7		100.0	100.0	100.0
Saskatoon Community Clinic	130	134	127	128	104	121	114	114	80.0	90.3	89.8	89.1
SaskEnergy Incorporated	975	994	1000	984	370	381	383	383	37.9	38.3	38.3	38.9
SIAST				1825				980				53.7
SK Communications Network	19	21	22	22	11	10	11	12	57.9	47.6	50.0	54.5
SK Crop Insurance Corpn.	577	526	516	484	207	200	201	133	35.9	38.0	39.0	27.5
SK Gaming Corporation	458	425	584	607	231	216	307	317	50.4	50.8	52.6	52.2
SK Government Insurance	1579	1610	1624	1588	854	874	892	876	54.1	54.3	54.9	55.2
SK Human Rights Commission	36	31	35	33	28	25	26	26	77.8	80.6	74.3	78.8
SK Legal Aid Commission	134	135	136	141	87	92	94	98	64.9	68.1	69.1	69.5
SK Opportunities Corporation	45	55	73	90	18	22	32	35	40.0	40.0	43.8	38.9
SK Power Corporation	2310	2250	2438	2452	597	582	648	688	25.8	25.9	26.6	28.1
SK Property Mgt. Corpn.	983	1068	1080	1093	350	403	410	425	35.6	37.7	38.0	38.9
SK Research Council	215	235	213	217	105	112	98	96	48.8	47.7	46.0	44.2
SK Teachers' Federation	87	87	91	89	61	61	65	65	69.9	69.9	71.4	73.0
SK Telecommunications	4350	4653	4665	4246	2138	2303	2318	2087	49.1	49.5	49.7	49.2
SK Transportation Company	263	247	246	234	74	62	58	54	28.1	25.1	23.6	23.1
SK Water Corporation	248	241	237	229	54	52	60	55	21.8	21.6	25.3	24.0
SK Wetland Conservation Corpn.	18	21	20	26	9	11	12	15	50.0	52.4	60.0	57.7
The Co-operators	368	429	468	507	291	346	375	402	79.1	80.7	80.1	79.3
University of Regina	1557	1018	1060	1089	495	515	543	563	31.8	50.6	51.2	51.7
University of Saskatchewan	3705	3955	3910	4010	1756	1887	1874	2005	47.4	47.7	47.9	50.0
Weyerhaeuser Saskatchewan		1159	1145	1649		155	142	245		13.4	12.4	14.9
TOTAL	35125	39764	40638	42710	16452	18689	18942	20079	46.8	47.0	46.6	47.0

Table A: Workforce Representation of Designated Group Members (cont'd)

EMPLOYERS	TOTAL WORKFORCE				ABORIGINAL PERSONS							
					NUMBER				PERCENT			
	1998	1999	2000	2001	1998	1999	2000	2001	1998	1999	2000	2001
City of Prince Albert		370	402	394		50	56	53		13.5	13.9	13.5
City of Regina	1734	1655	2373	2279	88	76	179	185	5.1	4.6	7.5	8.1
City of Saskatoon	2349	2354	2469	2470	160	163	152	172	6.8	6.9	6.2	7.0
Crown Investments Corporation	70	66	66	74	1	1	2	4	1.4	1.5	3.0	5.4
Government of Saskatchewan	10285	13295	12916	13021	721	1112	1116	1172	7.0	8.4	8.6	9.0
Information Systems Mgt.												
John Howard Society	31	33	36		5	4	5		16.1	12.1	13.9	
Law Society of Saskatchewan			20	22			0	1			0	4.5
Northlands College	71	112	112	113	28	28	31	44	39.4	25.0	27.7	38.9
P.A. Co-operative Health Centre	93	88	72	99	16	19	16	17	17.2	21.6	22.2	17.2
Regina Police Service-Civilian	154	147	114	123	6	5	2	4	3.9	3.4	1.8	3.3
Regina Police Service-Officers	300	319	324	328	22	29	30	28	7.3	9.1	9.3	8.5
Regina Public School Division	1981	2025	2036	2037	91	98	106	112	4.6	4.8	5.2	5.5
Regina Women's Community Centre		6	8	7		2	2	2		33.3	25	28.6
Saskatoon Community Clinic	130	134	127	128	7	9	13	10	5.4	6.7	10.2	7.8
SaskEnergy Incorporated	975	994	1000	984	52	57	61	63	5.3	5.7	6.1	6.4
SIAST				1825				31				1.7
SK Communications Network	19	21	22	22	0	1	1	1	0.0	4.8	4.5	4.5
SK Crop Insurance Corpn.	577	526	516	484	6	7	7	5	1.0	1.3	1.4	1.0
SK Gaming Corporation	458	425	584	607	232	216	297	319	50.7	50.8	50.9	52.6
SK Government Insurance	1579	1610	1624	1588	95	99	114	115	6.0	6.1	7.0	7.2
SK Human Rights Commission	36	31	35	33	7	4	5	3	19.4	12.9	14.3	9.1
SK Legal Aid Commission	134	135	136	141	8	11	10	13	6.0	8.1	7.4	9.2
SK Opportunities Corporation	45	55	73	90	1	2	4	2	2.2	3.6	5.5	2.2
SK Power Corporation	2310	2250	2438	2452	54	62	53	85	2.3	2.8	2.2	3.5
SK Property Mgt. Corpn.	983	1068	1080	1093	56	72	39	56	5.7	6.7	3.6	5.1
SK Research Council	215	235	213	217	7	9	8	8	3.3	3.8	3.8	3.7
SK Teachers' Federation	87	87	91	89	6	6	6	6	6.9	6.9	6.6	6.7
SK Telecommunications	4350	4653	4665	4246	115	116	161	160	2.6	2.5	3.5	3.8
SK Transportation Company	263	247	246	234	11	8	14	16	4.2	3.2	5.7	6.8
SK Water Corporation	248	241	237	229	3	4	4	4	1.2	1.7	1.7	1.7
SK Wetland Conservation Corpn.	18	21	20	26	0	0	0	0	0.0	0.0	0.0	0.0
The Co-operators	368	429	468	507	15	17	16	18	4.1	4.0	3.4	3.6
University of Regina	1557	1018	1060	1089	13	14	26	32	0.8	1.4	2.5	2.9
University of Saskatchewan	3705	3955	3910	4010	52	45	53	63	1.4	1.1	1.4	1.6
Weyerhaeuser Saskatchewan		1159	1145	1649		100	109	144		8.6	9.5	8.7
TOTAL	35125	39764	40638	42710	1878	2446	2698	2948	5.3	6.2	6.6	6.9

Table A: Workforce Representation of Designated Group Members (cont'd)

EMPLOYERS	TOTAL WORKFORCE				PERSONS WITH DISABILITIES							
					NUMBER				PERCENT			
	1998	1999	2000	2001	1998	1999	2000	2001	1998	1999	2000	2001
City of Prince Albert	[redacted]	370	402	394	[redacted]	6	7	3	[redacted]	1.6	1.7	0.8
City of Regina	1734	1655	2373	2279	185	173	195	148	10.7	10.5	8.2	6.5
City of Saskatoon	2349	2354	2469	2470	51	69	56	158	2.2	2.9	2.3	6.4
Crown Investments Corporation	70	66	66	74	2	4	4	5	2.9	6.1	6.1	6.8
Government of Saskatchewan	10285	13295	12916	13021	318	340	356	370	3.1	2.6	2.8	2.8
Information Systems Mgt.	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
John Howard Society	31	33	36	[redacted]	1	1	2	[redacted]	3.2	3.0	5.6	[redacted]
Law Society of Saskatchewan	[redacted]	[redacted]	20	22	[redacted]	[redacted]	2	0	[redacted]	[redacted]	10.0	0.0
Northlands College	71	112	112	113	3	3	5	9	4.2	2.7	4.5	8.0
P.A. Co-operative Health Centre	93	88	72	99	7	5	5	4	7.5	5.7	6.9	4.0
Regina Police Service-Civilian	154	147	114	123	3	3	1	1	1.9	2.0	0.9	0.8
Regina Police Service-Officers	300	319	324	328	5	4	7	7	1.7	1.3	2.2	2.1
Regina Public School Division	1981	2025	2036	2037	32	40	45	44	1.6	2.0	2.2	2.2
Regina Women's Community Centre	[redacted]	6	8	7	[redacted]	1	1	1	[redacted]	16.7	12.5	14.3
Saskatoon Community Clinic	130	134	127	128	6	9	6	11	4.6	6.7	4.7	8.6
SaskEnergy Incorporated	975	994	1000	984	25	21	24	22	2.6	2.1	2.4	2.2
SIAST	[redacted]	[redacted]	[redacted]	1825	[redacted]	[redacted]	[redacted]	22	[redacted]	[redacted]	[redacted]	1.2
SK Communications Network	19	21	22	22	0	0	0	0	0.0	0.0	0.0	0.0
SK Crop Insurance Corpn.	577	526	516	484	0	3	5	7	0.0	0.6	1.0	1.4
SK Gaming Corporation	458	425	584	607	10	8	16	18	2.2	1.9	2.7	3.0
SK Government Insurance	1579	1610	1624	1588	142	144	145	149	9.0	8.9	8.9	9.4
SK Human Rights Commission	36	31	35	33	3	3	4	3	8.3	9.7	11.4	9.1
SK Legal Aid Commission	134	135	136	141	12	10	10	10	9.0	7.4	7.4	7.1
SK Opportunities Corporation	45	55	73	90	0	0	2	2	0.0	0.0	2.7	2.2
SK Power Corporation	2310	2250	2438	2452	86	77	34	30	3.7	3.4	1.4	1.2
SK Property Mgt. Corpn.	983	1068	1080	1093	43	51	29	30	4.4	4.8	2.7	2.7
SK Research Council	215	235	213	217	1	1	1	4	0.5	0.4	0.5	1.8
SK Teachers' Federation	87	87	91	89	4	4	4	5	4.6	4.6	4.4	5.6
SK Telecommunications	4350	4653	4665	4246	175	163	230	203	4.0	3.5	4.9	4.8
SK Transportation Company	263	247	246	234	8	7	11	10	3.0	2.8	4.5	4.3
SK Water Corporation	248	241	237	229	3	3	5	2	1.2	1.2	2.1	0.9
SK Wetland Conservation Corpn.	18	21	20	26	0	0	0	0	0.0	0.0	0.0	0.0
The Co-operators	368	429	468	507	10	16	22	22	2.7	3.7	4.7	4.3
University of Regina	1557	1018	1060	1089	40	37	43	44	2.6	3.6	4.1	4.0
University of Saskatchewan	3705	3955	3910	4010	59	65	59	66	1.6	1.6	1.5	1.6
Weyerhaeuser Saskatchewan	[redacted]	1159	1145	1649	[redacted]	0	0	0	[redacted]	0.0	0.0	0.0
TOTAL	35125	39764	40638	42710	1234	1271	1336	1410	3.5	3.2	3.3	3.3

Table A: Workforce Representation of Designated Group Members (cont'd)

EMPLOYERS	TOTAL WORKFORCE				VISIBLE MINORITIES							
					NUMBER				PERCENT			
	1998	1999	2000	2001	1998	1999	2000	2001	1998	1999	2000	2001
City of Prince Albert		370	402	394		1	2	8		0.3	0.5	2.0
City of Regina	1734	1655	2373	2279	16	10	14	33	0.9	0.6	0.6	1.4
City of Saskatoon	2349	2354	2469	2470	37	43	50	58	1.6	1.8	2.0	2.3
Crown Investments Corporation	70	66	66	74	2	2	2	1	2.9	3.0	3.0	1.4
Government of Saskatchewan	10285	13295	12916	13021	262	363	355	363	2.5	2.7	2.7	2.8
Information Systems Mgt.												
John Howard Society	31	33	36		3	3	5		9.1	9.1	13.9	
Law Society of Saskatchewan			20	22			0	4			0.0	18.2
Northlands College	71	112	112	113	2	5	4	4	2.8	4.5	3.6	3.5
P.A. Co-operative Health Centre	93	88	72	99	1	1	1	1	1.1	1.1	1.4	1.0
Regina Police Service-Civilian	154	147	114	123	4	6	3	3	2.6	4.1	2.6	2.4
Regina Police Service-Officers	300	319	324	328	11	12	14	14	3.7	3.8	4.3	4.3
Regina Public School Division	1981	2025	2036	2037	33	39	35	44	1.7	1.9	1.7	2.2
Regina Women's Community Centre		6	8	7			1	0		0.0	12.5	0.0
Saskatoon Community Clinic	130	134	127	128	2	5	5	5	1.5	3.7	3.9	3.9
SaskEnergy Incorporated	975	994	1000	984	12	13	13	12	1.2	1.3	1.3	1.2
SIAST				1825				20				1.1
SK Communications Network	19	21	22	22	0	2	2	2	9.5	9.5	9.1	9.1
SK Crop Insurance Corpn.	577	526	516	484	4	5	5	2	0.7	1.0	1.0	0.4
SK Gaming Corporation	458	425	584	607	21	22	29	40	4.6	5.2	5.0	6.6
SK Government Insurance	1579	1610	1624	1588	40	42	41	40	2.5	2.6	2.5	2.5
SK Human Rights Commission	36	31	35	33	3	4	4	4	12.9	12.9	11.4	12.1
SK Legal Aid Commission	134	135	136	141	2	3	3	3	1.5	2.2	2.2	2.1
SK Opportunities Corporation	45	55	73	90	3	1	2	5	6.7	1.8	2.7	5.6
SK Power Corporation	2310	2250	2438	2452	39	38	21	32	1.7	1.7	0.9	1.3
SK Property Mgt. Corpn.	983	1068	1080	1093	25	32	18	25	2.5	3.0	1.7	2.3
SK Research Council	215	235	213	217	24	27	24	25	11.2	11.5	11.3	11.5
SK Teachers' Federation	87	87	91	89	0	1	1	1	0.0	1.2	1.1	1.1
SK Telecommunications	4350	4653	4665	4246	85	78	104	92	2.0	1.7	2.2	2.2
SK Transportation Company	263	247	246	234	7	6	5	6	2.7	2.4	2.0	2.6
SK Water Corporation	248	241	237	229	6	5	5	5	2.4	2.1	2.1	2.2
SK Wetland Conservation Corpn.	18	21	20	26	0	0	0	1	0.0	0.0	0.0	3.8
The Co-operators	368	429	468	507	12	17	22	20	3.3	4.0	4.7	3.9
University of Regina	1557	1018	1060	1089	76	75	96	105	4.9	7.4	9.1	9.6
University of Saskatchewan	3705	3955	3910	4010	273	287	278	295	7.4	7.3	7.1	7.4
Weyerhaeuser Saskatchewan		1159	1145	1649		6	8	8		0.5	0.7	0.5
TOTAL	35125	39764	40638	42710	1005	1154	1172	1281	2.9	2.9	2.9	3.0

Table B: Workforce Representation of Designated Group Members in Management

EMPLOYERS	WOMEN								
	ALL MANAGEMENT			SENIOR MANAGEMENT			MIDDLE MANAGEMENT		
	TOTAL	NUMBER	%	TOTAL	NUMBER	%	TOTAL	NUMBER	%
City of Prince Albert	31	5	16.1	9	1	11.1	22	4	18.2
City of Regina	75	20	26.7	19	4	21.1	56	16	28.6
City of Saskatoon	45	7	15.6	8	2	25.0	37	5	13.5
Crown Investments Corporation	24	6	25.0	5	0	0.0	19	6	31.6
Government of Saskatchewan	1813	655	36.1	898	288	32.1	915	367	40.1
Information Systems Mgt.	[redacted]								
John Howard Society	[redacted]								
Law Society of Saskatchewan	6	4	66.7	2	1	50.0	4	3	75.0
Northlands College	10	4	40.0	1	0	0.0	9	4	44.4
P.A. Co-operative Health Centre	10	7	70.0	1	1	100.0	9	6	66.7
Regina Police Service-Civilian	7	5	71.4	7	5	71.4	[redacted]		
Regina Police Service-Officers	21	0	0.0	5	0	0.0	16	0	0.0
Regina Public School Division	127	58	45.7	14	7	50.0	113	51	45.1
Regina Women's Community Centre	1	1	100.0	1	1	100.0	[redacted]		
Saskatoon Community Clinic	13	9	69.2	1	0	0.0	12	9	75.0
SaskEnergy Incorporated	210	84	40.0	11	1	9.1	199	83	41.7
SIAST	54	20	37.0	17	5	29.4	37	15	40.5
SK Communications Network	14	9	64.3	4	2	50.0	10	7	70.0
SK Crop Insurance Corpn.	16	3	18.8	7	1	14.3	9	2	22.2
SK Gaming Corporation	47	22	46.8	5	2	40.0	12	6	50.0
SK Government Insurance	149	50	33.6	19	7	36.8	130	43	33.1
SK Human Rights Commission	6	4	66.7	1	1	100.0	5	3	60.0
SK Legal Aid Commission	16	5	31.3	1	1	100.0	15	4	26.7
SK Opportunities Corporation	16	1	6.3	9	1	11.1	7	0	0.0
SK Power Corporation	70	7	10.0	11	2	18.2	59	5	8.5
SK Property Mgt. Corpn.	171	49	28.7	43	10	23.3	128	39	30.5
SK Research Council	24	3	12.5	10	3	30.0	14	0	0.0
SK Teachers' Federation	19	12	63.2	2	0	0.0	17	12	70.6
SK Telecommunications	447	132	29.5	9	1	11.1	438	131	29.9
SK Transportation Company	18	3	16.7	3	0	0.0	15	3	20.0
SK Water Corporation	37	3	8.1	3	0	0.0	34	3	8.8
SK Wetland Conservation Corpn.	6	2	33.3	1	0	0.0	5	2	40.0
The Co-operators	29	9	31.0	8	1	12.5	21	8	38.1
University of Regina	52	13	25.0	39	11	28.2	13	2	15.4
University of Saskatchewan	175	84	48.0	28	7	25.0	147	77	52.4
Weyerhaeuser Saskatchewan	195	21	10.8	12	1	8.3	183	20	10.9
TOTAL	3954	1317	33.3	1214	367	30.2	2710	936	34.5

Table B: Workforce Representation of Designated Group Members in Management (cont'd)

EMPLOYERS	ABORIGINAL PERSONS								
	ALL MANAGEMENT			SENIOR MANAGEMENT			MIDDLE MANAGEMENT		
	TOTAL	NUMBER	%	TOTAL	NUMBER	%	TOTAL	NUMBER	%
City of Prince Albert	31	2	6.5	9	1	11.1	22	1	4.5
City of Regina	75	0	0.0	19	0	0.0	56	0	0.0
City of Saskatoon	45	0	0.0	8	0	0.0	37	0	0.0
Crown Investments Corporation	24	0	0.0	5	0	0.0	19	0	0.0
Government of Saskatchewan	1813	60	3.3	898	25	2.8	915	35	3.8
Information Systems Mgt.	[redacted]								
John Howard Society	N/A								
Law Society of Saskatchewan	6	0	0.0	2	0	0.0	4	0	0.0
Northlands College	10	4	40.0	1	0	0.0	9	4	44.4
P.A. Co-operative Health Centre	10	1	10.0	1	0	0.0	9	1	11.1
Regina Police Service-Civilian	7	0	0.0	7	0	0.0	[redacted]		
Regina Police Service-Officers	21	0	0.0	5	0	0.0	16	0	0.0
Regina Public School Division	127	5	3.9	14	0	0.0	113	5	4.4
Regina Women's Community Centre	1	0	0.0	1	0	0.0	[redacted]		
Saskatoon Community Clinic	13	0	0.0	1	0	0.0	12	0	0.0
SaskEnergy Incorporated	210	12	5.7	11	0	0.0	199	12	6.0
SIAST	54	0	0.0	17	0	0.0	37	0	0.0
SK Communications Network	14	0	0.0	4	0	0.0	10	0	0.0
SK Crop Insurance Corpn.	16	1	6.3	7	0	0.0	9	1	11.1
SK Gaming Corporation	47	17	36.2	5	1	20.0	12	4	33.3
SK Government Insurance	149	8	5.4	19	1	5.3	130	7	5.4
SK Human Rights Commission	6	0	0.0	1	0	0.0	5	0	0.0
SK Legal Aid Commission	16	1	6.3	1	0	0.0	15	1	6.7
SK Opportunities Corporation	16	0	0.0	9	0	0.0	7	0	0.0
SK Power Corporation	70	2	2.9	11	0	0.0	59	2	3.4
SK Property Mgt. Corpn.	171	1	0.6	43	0	0.0	128	1	0.8
SK Research Council	24	0	0.0	10	0	0.0	14	0	0.0
SK Teachers' Federation	19	0	0.0	2	0	0.0	17	0	0.0
SK Telecommunications	447	14	3.1	9	0	0.0	438	14	3.2
SK Transportation Company	18	0	0.0	3	0	0.0	15	0	0.0
SK Water Corporation	37	0	0.0	3	0	0.0	34	0	0.0
SK Wetland Conservation Corpn.	6	0	0.0	1	0	0.0	5	0	0.0
The Co-operators	29	0	0.0	8	0	0.0	21	0	0.0
University of Regina	52	0	0.0	39	0	0.0	13	0	0.0
University of Saskatchewan	175	4	2.3	28	0	0.0	147	4	2.7
Weyerhaeuser Saskatchewan	195	9	4.6	12	0	0.0	183	9	4.9
TOTAL OF ALL EMPLOYERS	3954	141	3.6	1214	28	2.3	2710	101	3.7

Table B: Workforce Representation of Designated Group Members in Management (cont'd)

EMPLOYERS	PERSONS WITH DISABILITIES								
	ALL MANAGEMENT			SENIOR MANAGEMENT			MIDDLE MANAGEMENT		
	TOTAL	NUMBER	%	TOTAL	NUMBER	%	TOTAL	NUMBER	%
City of Prince Albert	31	0	0.0	9	0	0.0	22	0	0.0
City of Regina	75	8	10.7	19	2	10.5	56	6	10.7
City of Saskatoon	45	0	0.0	8	0	0.0	37	0	0.0
Crown Investments Corporation	24	1	4.2	5	1	20.0	19	0	0.0
Government of Saskatchewan	1813	67	3.7	898	35	3.9	915	32	3.5
Information Systems Mgt.									
John Howard Society									
Law Society of Saskatchewan	6	0	0.0	2	0	0.0	4	0	0.0
Northlands College	10	1	10.0	1	0	0.0	9	1	11.1
P.A. Co-operative Health Centre	10	1	10.0	1	0	0.0	9	1	11.1
Regina Police Service-Civilian	7	0	0.0	7	0	0.0			
Regina Police Service-Officers	21	0	0.0	5	0	0.0	16	0	0.0
Regina Public School Division	127	3	2.4	14	0	0.0	113	3	2.7
Regina Women's Community Centre	1	0	0.0	1	0	0.0			
Saskatoon Community Clinic	13	0	0.0	1	0	0.0	12	0	0.0
SaskEnergy Incorporated	210	3	1.4	11	0	0.0	199	3	1.5
SIAST	54	0	0.0	17	0	0.0	37	0	0.0
SK Communications Network	14	0	0.0	4	0	0.0	10	0	0.0
SK Crop Insurance Corpn.	16	1	6.3	7	0	0.0	9	1	11.1
SK Gaming Corporation	47	1	2.1	5	0	0.0	12	0	0.0
SK Government Insurance	149	13	8.7	19	1	5.3	130	12	9.2
SK Human Rights Commission	6	0	0.0	1	0	0.0	5	0	0.0
SK Legal Aid Commission	16	1	6.3	1	0	0.0	15	1	6.7
SK Opportunities Corporation	16	0	0.0	9	0	0.0	7	0	0.0
SK Power Corporation	70	1	1.4	11	1	9.1	59	0	0.0
SK Property Mgt. Corpn.	171	1	0.6	43	1	2.3	128	0	0.0
SK Research Council	24	0	0.0	10	0	0.0	14	0	0.0
SK Teachers' Federation	19	0	0.0	2	0	0.0	17	0	0.0
SK Telecommunications	447	16	3.6	9	0	0.0	438	16	3.7
SK Transportation Company	18	0	0.0	3	0	0.0	15	0	0.0
SK Water Corporation	37	0	0.0	3	0	0.0	34	0	0.0
SK Wetland Conservation Corpn.	6	0	0.0	1	0	0.0	5	0	0.0
The Co-operators	29	2	6.9	8	1	12.5	21	1	4.8
University of Regina	52	2	3.8	39	2	5.1	13	0	0.0
University of Saskatchewan	175	0	0.0	28	0	0.0	147	0	0.0
Weyerhaeuser Saskatchewan	195	0	0.0	12	0	0.0	183	0	0.0
TOTAL	3954	122	3.1	1214	44	3.6	2710	77	2.8

Table B: Workforce Representation of Designated Group Members in Management (cont'd)

EMPLOYERS	VISIBLE MINORITIES								
	ALL MANAGEMENT			SENIOR MANAGEMENT			MIDDLE MANAGEMENT		
	TOTAL	NUMBER	%	TOTAL	NUMBER	%	TOTAL	NUMBER	%
City of Prince Albert	31	0	0.0	9	0	0.0	22	0	0.0
City of Regina	75	0	0.0	19	0	0.0	56	0	0.0
City of Saskatoon	45	1	2.2	8	0	0.0	37	1	2.7
Crown Investments Corporation	24	0	0.0	5	0	0.0	19	0	0.0
Government of Saskatchewan	1813	52	2.9	898	20	2.2	915	32	3.5
Information Systems Mgt.									
John Howard Society	N/A								
Law Society of Saskatchewan	6	0	0.0	2	0	0.0	4	0	0.0
Northlands College	10	1	10.0	1	0	0.0	9	1	11.1
P.A. Co-operative Health Centre	10	0	0.0	1	0	0.0	9	0	0.0
Regina Police Service-Civilian	7	0	0.0	7	0	0.0			
Regina Police Service-Officers	21	0	0.0	5	0	0.0	16	0	0.0
Regina Public School Division	127	0	0.0	14	0	0.0	113	0	0.0
Regina Women's Community Centre	1	0	0.0	1	0	0.0			
Saskatoon Community Clinic	13	0	0.0	1	0	0.0	12	0	0.0
SaskEnergy Incorporated	210	8	3.8	11	0	0.0	199	8	4.0
SIAST	54	0	0.0	17	0	0.0	37	0	0.0
SK Communications Network	14	1	7.1	4	0	0.0	10	1	10.0
SK Crop Insurance Corpn.	16	0	0.0	7	0	0.0	9	0	0.0
SK Gaming Corporation	47	0	0.0	5	0	0.0	12	0	0.0
SK Government Insurance	149	1	0.7	19	0	0.0	130	1	0.8
SK Human Rights Commission	6	0	0.0	1	0	0.0	5	0	0.0
SK Legal Aid Commission	16	0	0.0	1	0	0.0	15	0	0.0
SK Opportunities Corporation	16	3	18.8	9	2	22.2	7	1	14.3
SK Power Corporation	70	0	0.0	11	0	0.0	59	0	0.0
SK Property Mgt. Corpn.	171	1	0.6	43	0	0.0	128	1	0.8
SK Research Council	24	5	20.8	10	2	20.0	14	3	21.4
SK Teachers' Federation	19	0	0.0	2	0	0.0	17	0	0.0
SK Telecommunications	447	7	1.6	9	0	0.0	438	7	1.6
SK Transportation Company	18	0	0.0	3	0	0.0	15	0	0.0
SK Water Corporation	37	3	8.1	3	0	0.0	34	3	8.8
SK Wetland Conservation Corpn.	6	0	0.0	1	0	0.0	5	0	0.0
The Co-operators	29	1	3.4	8	0	0.0	21	1	4.8
University of Regina	52	4	7.7	39	2	5.1	13	2	15.4
University of Saskatchewan	175	8	4.6	28	0	0.0	147	8	5.4
Weyerhaeuser Saskatchewan	195	3	1.5	12	0	0.0	183	3	1.6
TOTAL	3954	99	2.5	1214	26	2.1	2710	73	2.7